سعيد عيد العطوي

2008

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2008

(116) (304) (420)

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Abstract

The Impact of Organizational Climate upon the Innovative Behavior applied study at Government and Private Saudi Universities

Saeed Al-Atawi

Mu'tah University 2008

This study aimed at identifying the impact of organizational climate upon the innovative behavior at government and private Saudi universities, to achieve the goals of this study, questionnaire was designed and developed as an instrument to collect data. A sample was chosen randomly using simple random sampling method. The sample was (420) employees; (304) from the government universities and (116) from private universities. The statistical package of social sciences (SPSS.15) was used to analyze the data.

The study has reached upon the following Conclusions:-

1. The perceptions of employees in Saudi government universities upon organizational climate was medium, and perceptions of employees in Saudi private universities upon organizational climate was high.
2. The perceptions of employees in Saudi government universities and private toward the innovative behavior was high, but in favor of private universities.
3. There are impact of the dimensions of organizational climate in innovative behavior, and the dimensions of organizational climate explain (65.7%) of the variation in the (innovative behavior)
4. There are statistically significant differences in perceptions toward the organizational climate due to demographic changes of personnel in Saudi universities (scientific qualification, experience, age, place of work), and There are statistically significant differences in perceptions toward innovative behavior (scientific qualification, ranked career, experience, age, place of work)

The study recommends the need to enhance the Saudi government departments of the universities to create a regulatory climate more than the medium as it is now, by increasing the awareness of rulers, and increase their participation in decision-making, and holding training and educational courses, which pushes them towards loyalty and better performance, and thus towards achieving organizational citizenship

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(Kopelman et al., 1990)

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[illegible] (Mintzberg) [illegible]

.(1999 [illegible]) [illegible]

[illegible] (Scoht, 1987: 243) [illegible]

(Dessler, 1986: 196)

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(Schermerhorn,& et,al. 2000)

(Byors & Rue, 1997)

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(Ostroff, 1992)

(Brown & Coulter,1983)

.(Narendar, 2006)

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(Nilubon, et.al, 2005)

(2005, [illegible]) [illegible] (Moorhead,2004) [illegible]

[illegible] (A.M.A) [illegible]

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(Goetsh & Davis, 1997)

(Roffins & Guiltier, 1999)

(Marinus, 2000)

(Cortese, 2001)

(Zipple, 2001)

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(Kwasniewska, and Necka, 2004)

(Kratzer, et,.al, 2004)

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[illegible] (Griffin & Hawser :1992)
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[illegible] (Cutler, 2000) [illegible]

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[illegible] (2002 [illegible]

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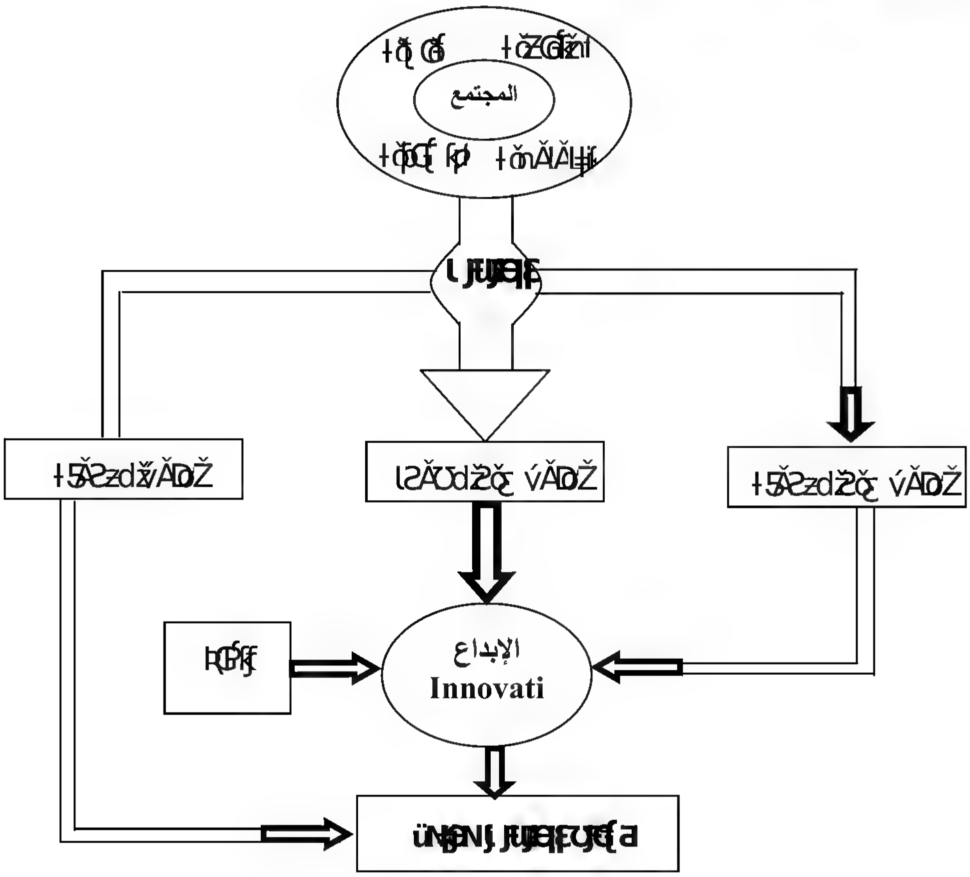
4 - [illegible].

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[illegible] Orts [illegible].



(1) [illegible]

[illegible] Orts [illegible]

[illegible] (2006) [illegible] 17 [illegible].

(1992 [illegible]) (Gray & Starke, 1988)

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(Cutler, 2000) (1989 [illegible]) (Adair, 1985)

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[illegible] (2006 [illegible]) [illegible]

[illegible] (El-Uteibi, 2005) [illegible]

[illegible] (2006 [illegible]) [illegible]

[illegible] (Mostafa, 2005) [illegible]

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[illegible] (1128) [illegible]

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1- [illegible] (%70.86) [illegible]

2- [illegible]

[illegible]:

[illegible] (Trudy &Jeffery, 2006) [illegible]

[illegible] (Camelo, et.al, 2006) [illegible] (50) [illegible]

(960)

(Politis, 2005)

(104)

(Kratzer, Leenders, and Engelen, 2004)

44

Sub teams

(Kwasniewska & Necka, 2004)

159 229 388

(Lapirre & Giroux, 2003)

(Mcadam and McClelland, 2002)

(Bommer, 2002)

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(120)

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[illegible]

3.1 [illegible]

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3.2 [illegible]:

[illegible] (12493) [illegible] (233) [illegible].

(1) [illegible]

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[illegible]	[illegible]	[illegible]
86	[illegible]	[illegible]
33	[illegible]	[illegible]
56	[illegible]	[illegible]
48	[illegible]	[illegible]
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(2) [illegible]

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184	[illegible]	[illegible]
1228	[illegible]	[illegible]
2039	[illegible]	[illegible]
1463	[illegible]	[illegible]
207	[illegible]	[illegible]
257	[illegible]	[illegible]
203	[illegible]	[illegible]
246	[illegible]	[illegible]
2867	[illegible]	[illegible]
1870	[illegible]	[illegible]
588	[illegible]	[illegible]
155	[illegible]	[illegible]
682	[illegible]	[illegible]
192	[illegible]	[illegible]
148	[illegible]	[illegible]
164	[illegible]	[illegible]
12493	-	[illegible]

.3 3 [illegible]:

[illegible] (%25) [illegible] (1233) [illegible] (%25) [illegible] (370) [illegible] (19) [illegible] (323) (%2.43) [illegible] (304) [illegible] (%24.66) [illegible] (%82.16) [illegible]

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(3) [illegible]

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[illegible]		[illegible] (116=[illegible])		[illegible] (304=[illegible])		[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
%40.48	170	%34.5	40	%42.8	130	[illegible]	[illegible]
%51.19	215	%57.8	67	%48.7	148	[illegible]	
%8.33	35	%7.8	9	%8.6	26	[illegible]	
%15.24	64	%15.5	18	%15.1	46	[illegible] 5	[illegible]
%34.52	145	%30.2	35	%36.2	110	[illegible] 10-6	
%33.33	140	%37.1	43	%31.9	97	[illegible] 15-11	
%16.90	71	%17.2	20	%16.8	51	[illegible] 16	
%12.14	51	%13.8	16	%11.5	35	[illegible] 30	[illegible]
%26.90	113	%25.0	29	%27.6	84	[illegible] 40-31	
%41.90	176	%41.4	48	%42.1	128	[illegible] 50-41	
%19.05	80	%19.8	23	%18.8	57	[illegible] 51	
%8.57	36	%5.2	6	%9.9	30	[illegible]	[illegible]
%4.52	19	%4.3	5	%4.6	14	[illegible]	
%14.52	61	%12.1	14	%15.5	47	[illegible]	
%72.38	304	%78.4	91	%70.1	213	[illegible]	

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(22) ... Ettlie & Okeefe ... (1984 ... (1999 ... (2003 ... (1995

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10- 6	[illegible]	
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52- 48	[illegible]	

3. 5 صدق أداة الدراسة:

[illegible] (16) [illegible] (25) [illegible]

3. 6 [illegible]:

[illegible] (test-retest) [illegible] (25) [illegible]

[illegible]

[illegible] (5) [illegible]:

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[illegible]

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Alpha	Test-Retest	[illegible]		
0.83	0.86	5- 1	[illegible]	1
0.80	0.86	10- 6	[illegible]	2
0.85	0.85	15- 11	[illegible]	3
0.87	0.79	20- 16	[illegible]	4
0.82	0.81	25- 21	[illegible]	5
0.90	0.86	30- 26	[illegible]	6
0.90	0.91	30- 1	[illegible]	7- 1
0.85	0.88	35- 31	[illegible]	1
0.86	0.89	39- 36	[illegible]	2
0.89	0.92	43- 40	[illegible]	3
0.84	0.87	47- 44	[illegible]	4
0.80	0.83	52- 48	[illegible]	5
0.91	0.92	52- 31	[illegible]	6- 1

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[illegible]

[illegible] (2006 [illegible]:

1. [illegible]

[illegible] (2002 [illegible]).

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[illegible] (2003).

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.3 [illegible]:

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[illegible] (Spss.15).

1- [illegible] (Descriptive Statistic Measures) [illegible]
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2- [illegible] (Multiple Regression Analysis) [illegible]
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3- [illegible] (Stepwise Multiple Regression Analysis)
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4- [illegible] (VIF) (Variance Inflation Factory) [illegible]
[illegible] (Tolerance) [illegible]
(Multicollinearity) [illegible].

5- [illegible] (Skewness) [illegible]
[illegible] (Normal Distributions).

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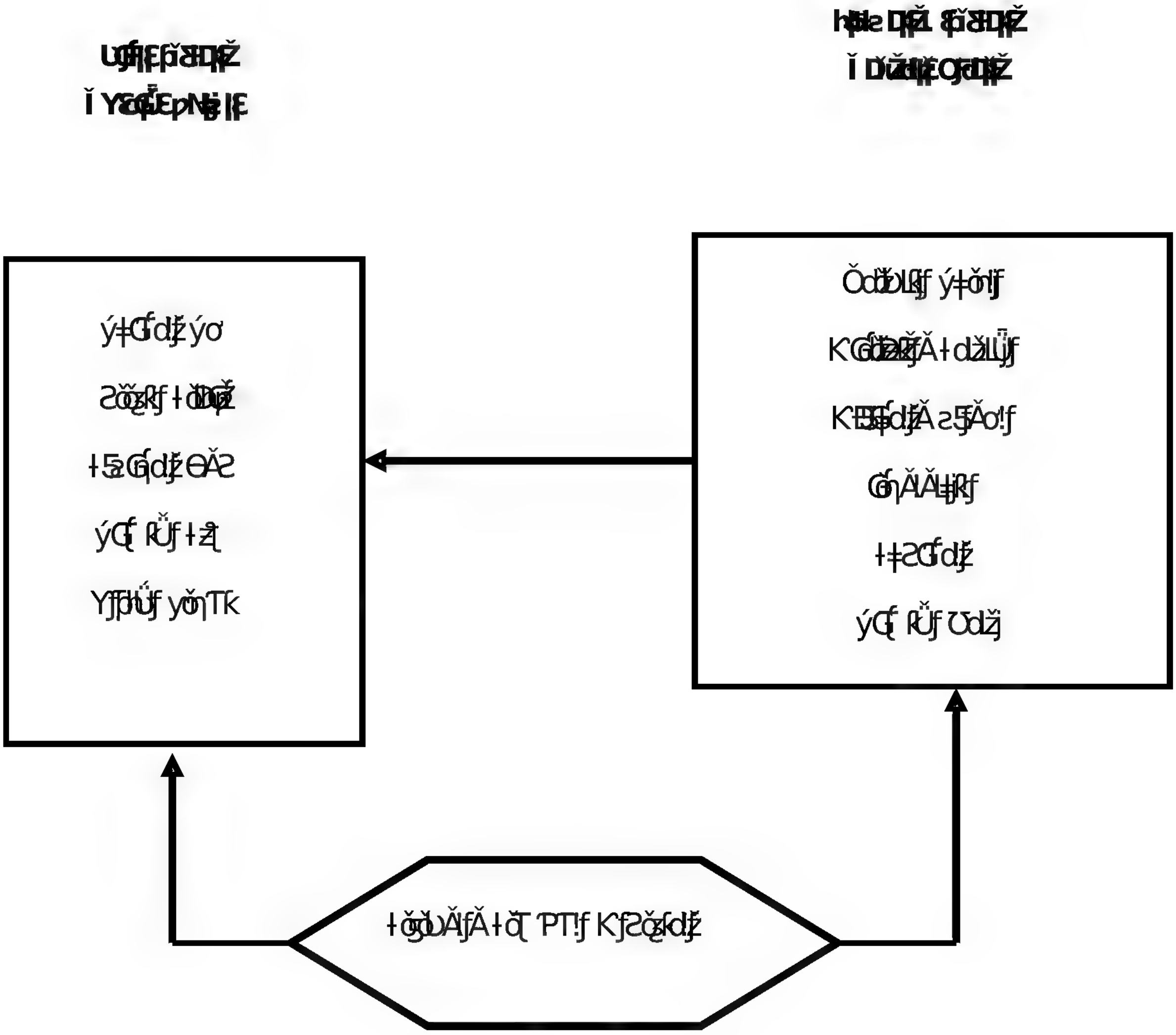
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ǕǑ dž ǯ Lǩ ʄ ý ǂ ǒ ɲ ʄ ǒ dž ǯ Lǩ ʄ Ǎ ǳ ǯ ĂǊ ǂ ʈ ʄ ƨ ƥ ʄ ǀ ŔǊ ǑƼ ý ǀ Ʀ dž ƨ ǯ ǩ dž Lǅ

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[illegible] (1) [illegible] (2) [illegible] (3) [illegible] (4) [illegible] (5)) [illegible]:

[illegible] 2.9 [illegible]	[illegible]
[illegible] 3.49- 2.50 [illegible]	[illegible]
[illegible] 3.50 فأكثر	[illegible]

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[illegible] (Student Newman's keul) S-N-K [illegible].

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[illegible]	1	0.55	3.93	[illegible]	5	0.69	3.35	[illegible]	5- 1
[illegible]	3	0.58	3.76	[illegible]	4	0.63	3.41	[illegible]	10- 6
[illegible]	6	0.62	3.26	[illegible]	6	0.71	2.93	[illegible]	15- 11
[illegible]	2	0.53	3.79	[illegible]	2	0.57	3.54	[illegible]	20- 16
[illegible]	4	0.54	3.67	[illegible]	1	0.56	3.64	[illegible]	25- 21
[illegible]	5	0.56	3.65	[illegible]	3	0.59	3.49	[illegible]	30- 26
[illegible]	-	0.54	3.68	[illegible]	-	0.58	3.39	[illegible]	30- 1

[illegible] (6) [illegible] (3.39) [illegible] (0.58) [illegible] (3.64) [illegible] (0.56) [illegible] (2.93) [illegible] (0.71) [illegible] (6) [illegible] (3.68) [illegible] (0.54) [illegible] (3.93) [illegible]

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		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
.1	[illegible]	3.36	1.01	[illegible]	3.85	0.96	[illegible]
.2	[illegible]	3.30	0.98	[illegible]	4.29	0.82	[illegible]
.3	[illegible]	3.40	0.97	[illegible]	3.83	0.94	[illegible]
.4	[illegible]	3.45	1.00	[illegible]	3.92	0.95	[illegible]
.5	[illegible]	3.23	1.02	[illegible]	3.75	0.91	[illegible]
5-1	[illegible]	3.35	0.69	[illegible]	3.93	0.55	[illegible]

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(8) [illegible]

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[illegible]	0.97	3.93	[illegible]	1.04	3.44	[illegible]	.6
[illegible]	0.98	3.73	[illegible]	1.02	3.41	[illegible]	.7
[illegible]	0.93	3.61	[illegible]	0.99	3.40	[illegible]	.8
[illegible]	0.99	3.60	[illegible]	1.01	3.46	[illegible]	.9
[illegible]	0.96	3.92	[illegible]	1.01	3.36	[illegible]	.10
[illegible]	0.58	3.76	[illegible]	0.63	3.41	[illegible]	10- 6

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[illegible] (9) [illegible] (0.97) [illegible] (3.93) [illegible] (0.99) [illegible] (3.60) [illegible]

3. [illegible]

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[illegible]			[illegible]			[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	1.03	3.17	[illegible]	1.03	2.82	[illegible]	.11
[illegible]	0.98	3.28	[illegible]	1.01	2.88	[illegible]	.12
[illegible]	0.96	3.23	[illegible]	1.02	3.06	[illegible]	.13
[illegible]	0.99	3.24	[illegible]	0.99	2.91	[illegible]	.14
[illegible]	1.01	3.39	[illegible]	1.00	3.01	[illegible]	.15
[illegible]	0.62	3.26	[illegible]	0.71	2.93	[illegible]	15- 11

[illegible] (9) [illegible] (0.71) [illegible] (2.93) [illegible] (13) [illegible] (1.02) [illegible] (3.06) [illegible] (11) [illegible]

(2.82) [illegible] (1.03) [illegible]

[illegible]

[illegible] (3.26) [illegible] (15) [illegible] (0.62) [illegible] (3.39) [illegible] (11) [illegible] (1.01) [illegible] (1.03) [illegible] (3.17) [illegible]

4. [illegible]

(10) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	0.96	3.88	[illegible]	0.98	3.56	[illegible]	.16
[illegible]	0.94	3.63	[illegible]	1.04	3.46	[illegible]	.17
[illegible]	0.92	3.85	[illegible]	0.94	3.63	[illegible]	.18
[illegible]	0.97	3.61	[illegible]	1.03	3.53	[illegible]	.19
[illegible]	0.84	4.00	[illegible]	0.99	3.52	[illegible]	.20
[illegible]	0.53	3.79	[illegible]	0.57	3.54	[illegible]	20- 16

[illegible] 5

(11) [illegible]

[illegible]

[illegible]

[illegible]			[illegible]			[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	0.98	3.75	[illegible]	0.91	3.53	[illegible]	.21
[illegible]	0.97	3.77	[illegible]	1.01	3.76	[illegible]	.22
[illegible]	1.01	3.55	[illegible]	1.02	3.70	[illegible]	.23
[illegible]	0.83	3.61	[illegible]	0.99	3.72	[illegible]	.24
[illegible]	0.95	3.65	[illegible]	0.96	3.51	[illegible]	.25
[illegible]	0.54	3.67	[illegible]	0.56	3.64	[illegible]	25-21

[illegible] (11) [illegible] (0.56) [illegible] (3.64) [illegible] (22) [illegible] (25) [illegible] (1.01) [illegible] (3.76) [illegible] (3.51) [illegible] (0.96) [illegible]

[illegible] (0.54) [illegible] (3.67) [illegible] (22) [illegible]

[illegible] (0.97) [illegible] (3.77) [illegible] (23) [illegible] (3.55) [illegible] (1.01) [illegible]

[illegible]

(12) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	0.94	3.73	[illegible]	1.00	3.50	[illegible]	.26
[illegible]	0.93	3.57	[illegible]	1.04	3.32	[illegible]	.27
[illegible]	0.89	3.55	[illegible]	1.01	3.47	[illegible]	.28
[illegible]	0.92	3.72	[illegible]	0.99	3.60	[illegible]	.29
[illegible]	0.98	3.67	[illegible]	1.00	3.55	[illegible]	.30
[illegible]	0.56	3.65	[illegible]	0.59	3.49	[illegible]	30-26

[illegible] (12) [illegible] (0.59) [illegible] (3.49) [illegible] (29) [illegible] (3.60) [illegible] (27) [illegible] (0.99) [illegible] (1.01) [illegible] (3.32) [illegible]

[illegible] (30 [illegible] 29 [illegible] 26).

[illegible] (3.65) [illegible] (0.56) [illegible] (26) [illegible] (3.73) [illegible] (0.94) [illegible] (28) [illegible] (3.55) [illegible] (0.89) [illegible].

[illegible]

(13) [illegible]

[illegible]

[illegible]								[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	5	0.53	3.73	[illegible]	4	0.55	3.59	[illegible]	35-31
[illegible]	2	0.48	3.82	[illegible]	1	0.54	3.66	[illegible]	39-36
[illegible]	4	0.52	3.79	[illegible]	2	0.59	3.64	[illegible]	43-40
[illegible]	1	0.47	3.88	[illegible]	3	0.57	3.60	[illegible]	47-44
[illegible]	3	0.51	3.82	[illegible]	5	0.60	3.57	[illegible]	52-48
[illegible]	-	0.50	3.81	[illegible]	-	0.54	3.62	[illegible]	52-31

[illegible] (13) [illegible] (3.62) [illegible] (0.54) [illegible]

[illegible] (0.54) [illegible] (3.66) [illegible]
[illegible]
[illegible] (13) [illegible] (0.60) [illegible] (3.57)
[illegible]
[illegible] (0.50) [illegible] (3.81) [illegible]
(3.88) [illegible]
[illegible] (0.47) [illegible]
[illegible] (0.53) [illegible] (3.73) [illegible]
[illegible]
[illegible].

[illegible]
[illegible]:

1. [illegible]

(14) [illegible]

[illegible]

[illegible]			[illegible]			[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	0.93	3.87	[illegible]	0.94	3.74	[illegible]	.31
[illegible]	0.98	3.60	[illegible]	0.99	3.51	[illegible]	.32
[illegible]	0.99	3.68	[illegible]	0.97	3.67	[illegible]	.33
[illegible]	0.97	3.71	[illegible]	1.01	3.50	[illegible]	.34
[illegible]	0.96	3.77	[illegible]	1.00	3.52	[illegible]	.35
[illegible]	0.53	3.73	[illegible]	0.55	3.59	[illegible]	35-31

2. [illegible]

(15) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	0.99	3.81	[illegible]	1.01	3.54	[illegible]	.36
[illegible]	0.94	3.89	[illegible]	0.93	3.74	[illegible]	.37
[illegible]	0.95	3.69	[illegible]	0.99	3.61	[illegible]	.38
[illegible]	0.90	3.87	[illegible]	0.98	3.75	[illegible]	.39
[illegible]	0.48	3.82	[illegible]	0.54	3.66	[illegible]	39-36

[illegible] (15) [illegible] (3.66) [illegible] (0.54) [illegible] (39) [illegible] (3.75) [illegible] (0.98) [illegible] (36) [illegible] (3.54) [illegible] (1.01) [illegible].

[illegible] (3.82) [illegible] (0.48) [illegible] (37) [illegible] (3.89) [illegible] (0.94) [illegible] (38) [illegible]

[illegible] (3.69) [illegible] (0.95) [illegible]

[illegible]

3. [illegible]

(16) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	0.88	4.01	[illegible]	0.91	3.92	[illegible]	.40
[illegible]	0.93	3.76	[illegible]	0.98	3.58	[illegible]	.41
[illegible]	0.96	3.63	[illegible]	1.00	3.53	[illegible]	.42
[illegible]	0.92	3.75	[illegible]	0.99	3.54	[illegible]	.43
[illegible]	0.52	3.79	[illegible]	0.59	3.64	[illegible]	43-40

[illegible] (16) [illegible] (0.59) [illegible] (3.64) [illegible] (40) [illegible] (3.92) [illegible] (42) [illegible] (0.91) [illegible] (3.53) [illegible] (1.00) [illegible]

[illegible] (0.52) [illegible] (3.79) [illegible]

[illegible] (40) [illegible] (4.01) [illegible] (42) [illegible] (0.88) (3.63) [illegible] (0.96) [illegible].

4. [illegible]

(17) [illegible]

[illegible]

[illegible]						[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
[illegible]	0.97	3.92	[illegible]	1.01	3.52	[illegible]	.44
[illegible]	0.99	3.80	[illegible]	0.96	3.73	[illegible]	.45
[illegible]	0.98	3.89	[illegible]	0.98	3.57	[illegible]	.46
[illegible]	0.91	3.91	[illegible]	1.00	3.59	[illegible]	.47
[illegible]	0.47	3.88	[illegible]	0.57	3.60	[illegible]	47-44

[illegible] (17) [illegible] (0.57) [illegible] (3.60) [illegible] (45) [illegible] (3.73) [illegible] (44) [illegible] (0.96) [illegible]

[illegible] (1.01) [illegible] (3.52) [illegible]
[illegible].

[illegible] (0.47) [illegible] (3.88) [illegible] (44) [illegible] (3.92) [illegible] (45) [illegible] (0.97) [illegible] (0.99) [illegible] (3.80) [illegible]
[illegible].

5. [illegible]:

(18) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	0.90	3.89	[illegible]	0.98	3.55	[illegible]	.48
[illegible]	0.89	3.93	[illegible]	0.89	3.61	[illegible]	.49
[illegible]	0.92	3.84	[illegible]	1.04	3.59	[illegible]	.50
[illegible]	0.96	3.77	[illegible]	1.03	3.52	[illegible]	.51
[illegible]	0.99	3.68	[illegible]	1.01	3.56	[illegible]	.52
[illegible]	0.51	3.82	[illegible]	0.60	3.57	[illegible]	52-48

[illegible] (18) [illegible]
[illegible]

[illegible] (3.57) [illegible] (0.60)
[illegible] (49) [illegible]
[illegible] (3.61) [illegible]
(0.89) [illegible] (51) [illegible]
[illegible]
(3.52) [illegible] (1.03) [illegible]
[illegible].

[illegible]
[illegible] (3.93) [illegible] (0.51)
[illegible] (49) [illegible]
[illegible] (3.93) [illegible]
(0.89) [illegible] (52) [illegible]
[illegible]
[illegible] (3.68) [illegible] (0.99) [illegible]
[illegible].

[illegible]

[illegible]

(19) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.394	*0.355	**0.311	*0.321	*0.292	*0.318	[illegible]
*0.641	*0.556	*0.581	*0.496	*0.445	*0.534	[illegible]
*0.286	*0.235	*0.202	*0.305	*0.264	*0.185	[illegible]
*0.651	*0.581	*0.535	*0.592	*0.456	*0.508	[illegible]
*0.712	*0.629	*0.585	*0.600	*0.562	*0.542	[illegible]
*0.692	*0.559	*0.609	*0.650	*0.450	*0.558	[illegible]
*0.726	*0.626	*0.601	*0.643	*0.537	*0.564	[illegible]

(0.05≥ α) [illegible] *

[illegible] (19) [illegible] (0.726) [illegible] (0.643) [illegible] (0.537) [illegible]

4. [illegible]:

[illegible] (0.05≥ α) [illegible]

[illegible]

[illegible] "Multi-Collinearity" [illegible] "Variance Inflation Factor- VIF" [illegible] (18) [illegible] "Tolerance" [illegible] (10) [illegible] (VIF) [illegible] (0.05) [illegible] "Multicollinearity" [illegible] (20) [illegible] (VIF) [illegible] "Tolerance" [illegible] (10) [illegible] (VIF) [illegible] "Tolerance" [illegible] (2.263– 1.314) [illegible] (0.561 – 0.313) [illegible] (0.05) [illegible].

(20) [illegible]

[illegible]

[illegible] Skewness	(VIF) [illegible]	[illegible] Tolerance	[illegible]
0.370	1.404	0.313	[illegible]
0.210	2.156	0.464	[illegible]
0.266	1.314	0.561	[illegible]
0.337	2.160	0.463	[illegible]
0.395	2.255	0.443	[illegible]
0.287	2.263	0.418	[illegible]

Normal Distribution [illegible] (Skewness) [illegible] (20) [illegible] (1) [illegible]

(21) [illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible] F [illegible]	F [illegible]	[illegible]	[illegible]	[illegible] R^2	[illegible]	[illegible]	[illegible]
0.000	*118.49	10.181	61.087	0.657	(413 [illegible])	[illegible]	[illegible]
		0.077	31.878			[illegible]	[illegible]
0.000	*45.55	9.027	54.161	0.424	(413 [illegible])	[illegible]	[illegible]
		0.179	73.722			[illegible]	
0.000	*33.909	7.884	47.302	0.354	(413 [illegible])	[illegible]	[illegible]
		0.209	86.487			[illegible]	
0.000	*62.97	10.139	60.832	0.505	(413 [illegible])	[illegible]	[illegible]
		0.145	59.735			[illegible]	[illegible]
0.000	*60.15	14.200	85.198	0.492	(413 [illegible])	[illegible]	[illegible]
		0.213	87.819			[illegible]	
0.000	*61.84	12.647	75.881	0.499	(413 [illegible])	[illegible]	[illegible]
		0.184	76.077			[illegible]	[illegible]

* [illegible] ($0.05 \geq \alpha$)

[illegible] (21) [illegible]

[illegible] (F) [illegible]

[illegible] (413) [illegible] (0.05≥ α) [illegible]

(%42.4) [illegible] (%65.7) [illegible]

[illegible] (%35.4) [illegible]

[illegible] (%50.5) [illegible]

[illegible] (%49.2) [illegible]

[illegible] (%49.9) [illegible]

[illegible]

.[illegible]

[illegible]:

(22) [illegible]

[illegible]

[illegible]

t [illegible]	[illegible]	Beta	[illegible]	B	[illegible]
0.013	*2.496	0.090	0.026	0.064	[illegible]
0.000	*4.816	0.215	0.045	0.216	[illegible]
0.004	*2.905	0.101	0.021	0.062	[illegible]
0.001	*3.434	0.153	0.044	0.151	[illegible]
0.000	*7.665	0.350	0.041	0.315	[illegible]
0.000	*5.176	0.237	0.041	0.210	[illegible]

(0.05≥ α)[illegible]**

[illegible] (22) [illegible]

[illegible] (t) [illegible]

[illegible]

[illegible] (t) [illegible]

[illegible] (5.176 [illegible] 7.665 [illegible] 3.434 [illegible] 2.905 [illegible] 4.816)

[illegible] (0.01≥ α) [illegible]

[illegible]

(2.496) (t)

.(0.05≥ α)

(0.05≥α)

Stepwise Multiple Regression

(23)

(%50.7)

(%60.3)

(%63.5)

(%64.6)

(%65.1)

(%65.7)

(23) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

[illegible]

*t [illegible]	[illegible] t	R^2 [illegible]	[illegible]
0.000	*9.307	0.507	[illegible]
0.000	*6.548	0.603	[illegible]
0.000	*5.680	0.635	[illegible]
0.000	*5.352	0.646	[illegible]
0.000	*5.172	0.651	[illegible]
0.000	*3.371	0.657	[illegible]

(0.05≥ α) [illegible] *

[illegible] α) [illegible] (0.05≥ [illegible]

(24) [illegible]

[illegible]

t [illegible]	t [illegible]	Beta	[illegible]	B	[illegible]
0.105	**1.625	0.076	0.039	0.064	[illegible]
0.000	*4.038	0.234	0.068	0.275	[illegible]
0.002	*3.163	0.143	0.032	0.102	[illegible]
0.061	*1.880	0.109	0.067	0.126	[illegible]
0.000	*3.860	0.229	0.062	0.241	[illegible]
0.000	*3.678	0.218	0.062	0.227	[illegible]

(α ≥0.05) [illegible] *

[illegible] (24) [illegible] (t) [illegible]

(3.678 ، 3.860 ، 3.163 ، 4.038) (t) ($0.01 \geq \alpha$)

(t) (1.880 ، 1.625)

($0.05 \geq \alpha$)

($0.05 \geq \alpha$)

Stepwise Multiple Regression

(25)

(%31.1)

(%36.7)

(%40.1)

(%41.3)

(25) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

*[illegible]	[illegible]	R^2 [illegible]	[illegible]
0.000	*7.002	0.311	[illegible]
0.000	*5.784	0.367	[illegible]
0.000	*4.932	0.401	[illegible]
0.006	*2.767	0.413	[illegible]

(0.05≥α) [illegible] *

([illegible])

[illegible] (0.05≥α) [illegible]

(26) [illegible]

[illegible]

[illegible] t	[illegible]	Beta	[illegible]	B	[illegible]
0.077	***1.771	0.087	0.042	0.075	[illegible]
0.034	*2.133	0.131	0.074	0.157	[illegible]
0.986	***0.017	0.001	0.035	0.0006	[illegible]
0.368	***0.902	0.055	0.072	0.065	[illegible]
0.000	*6.564	0.413	0.068	0.443	[illegible]
0.656	***0.445	0.028	0.067	0.029	[illegible]

(0.05≥α)[illegible]*

(0.05≥α)[illegible] **

[illegible] (26) [illegible]

[illegible] (t) [illegible]

(6.564) (t)

(0.01≥α)

(2.133) (t)

(0.05≥α)

Σ

(t)

(0.445 0.902 0.017 1.771)

(0.05≥α)

(0.05≥α)

Stepwise Multiple Regression

(27)

(%31.5)

(%34.5)

[illegible]

(27) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

*[illegible]	[illegible] t	R² [illegible]	[illegible]
0.000	*9.188	0.315	[illegible]
0.000	*4.126	0.345	[illegible]

* [illegible] (0.05≥α)

[illegible]

[illegible] (0.05≥α) [illegible]

(28) [illegible]

[illegible]

[illegible] t	[illegible]	Beta	[illegible]	B	[illegible]
0.213	*1.249	0.054	0.035	0.044	[illegible]
0.880	*0.151	0.008	0.061	0.009	[illegible]
0.937	*0.079	0.003	0.029	0.002	[illegible]
0.000	*4.112	0.221	0.060	0.248	[illegible]
0.001	*3.499	0.192	0.056	0.197	[illegible]
0.000	*6.606	0.363	0.055	0.367	[illegible]

*[illegible] (0.05≥α)

[illegible] (28) [illegible] (t) [illegible]

[illegible] (t) [illegible]

[illegible] (6.606 [illegible] 3.499 [illegible] 4.112) [illegible]

[illegible] (0.05≥α) [illegible]

[illegible]

(t) [illegible]

[illegible] (0.079 [illegible] 0.151 [illegible] 1.249) [illegible]

[illegible] (0.05≥α) [illegible]

[illegible] (0.05≥α) [illegible]

[illegible]

Stepwise Multiple Regression [illegible]

[illegible] (29)

[illegible] (%42.3) [illegible]

[illegible] (%48.6) [illegible]

[illegible] (%50.2) [illegible]

[illegible]

(29) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

[illegible]

[illegible]	[illegible] t	R^2 [illegible]	[illegible]
0.000	*9.909	0.423	[illegible]
0.000	*6.768	0.486	[illegible]
0.000	*4.606	0.502	[illegible]

* [illegible] (0.05≥α)

([illegible])

[illegible] (0.05≥α) [illegible]

[illegible].

(30) [illegible]

[illegible]

[illegible] t	[illegible]	Beta	[illegible]	B	[illegible]
0.444	**0.767	0.034	0.043	0.033	[illegible]
0.000	*5.184	0.282	0.074	0.385	[illegible]
0.001	*3.386	0.144	0.035	0.120	[illegible]
0.109	*1.606	0.088	0.073	0.117	[illegible]
0.000	*4.445	0.248	0.068	0.302	[illegible]
0.000	*4.601	0.256	0.067	0.309	[illegible]

*[illegible] (0.05≥α)

[illegible] (30) [illegible] (t) [illegible]

[illegible] (4.601 [illegible] 4.445 [illegible] 3.386 [illegible] 3.184) [illegible] (t) [illegible] (0.05≥α) [illegible]

[illegible] (t) [illegible] (1.606 [illegible] 0.767) [illegible] (0.05≥α) [illegible] (0.05≥α) [illegible]

[illegible] Stepwise Multiple Regression [illegible] (31) [illegible] (%37) [illegible] (%43.6) [illegible] (%47.4) [illegible] (%48.8) [illegible]

[illegible]

(31) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

[illegible] *	[illegible] t	R^2 [illegible]	[illegible]
0.000	*8.131	0.370	[illegible]
0.000	*6.636	0.436	[illegible]
0.000	*5.672	0.474	[illegible]
0.000	*4.685	0.488	[illegible]

* [illegible] (0.05≥α)

[illegible]

[illegible] (0.05≥α) [illegible]

(32) [illegible]

[illegible]

[illegible] t	[illegible]	Beta	[illegible]	B	[illegible]
0.012	**2.522	0.109	0.040	0.100	[illegible]
0.000	*3.686	0.199	0.069	0.255	[illegible]
0.009	*2.640	0.111	0.033	0.008	[illegible]
0.002	*3.112	0.169	0.068	0.211	[illegible]
0.000	*6.442	0.356	0.063	0.408	[illegible]
0.082	**1.745	0.096	0.062	0.109	[illegible]

* [illegible] (0.05≥α)

*** [illegible] (0.05≥α)

[illegible] (32) [illegible] (t) [illegible] (6.442 [illegible] 3.112 [illegible] 2.640 [illegible] 3.686) [illegible] (t) [illegible] (0.05≥α) [illegible] (2.522) [illegible] (t) [illegible] (0.05≥α) [illegible] (1.745) [illegible] (t) [illegible] (0.05≥α) [illegible] (0.05≥α) [illegible]

Stepwise Multiple Regression [illegible] (33) [illegible] (%39.6) [illegible] (%46.4) [illegible]

[illegible] (%48) [illegible] (%48.6) [illegible] (%49.5) [illegible].

(33) [illegible]

[illegible] Stepwise Multiple Regression [illegible]

[illegible]	[illegible]	R^2 [illegible]	[illegible]
0.000	*10.423	0.396	[illegible]
0.000	*7.290	0.464	[illegible]
0.000	*6.914	0.480	[illegible]
0.000	*3.978	0.486	[illegible]
0.001	*3.216	0.495	[illegible]

* [illegible] $(0.05 \geq \alpha)$

([illegible])

[illegible]: [illegible] $(0.05 \geq \alpha)$ [illegible]

(One Way Anova) [illegible] (Student Newman keuls) (S-N-K) [illegible]:

(34) [illegible]

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
0.000	*6.178	0.981 0.144	1.962 59.629	(415 ،2)	[illegible] [illegible]	[illegible]
0.000	*9.514	1.452 0.138	4.356 57.236	(414 ،3)	[illegible] [illegible]	[illegible]
0.224	**1.465	0.238 0.147	0.714 60.878	(414 ،3)	[illegible] [illegible]	[illegible]
0.000	*7.192	1.117 0.141	3.351 58.241	(414 ،3)	[illegible] [illegible]	[illegible]

*[illegible] (0.05≥ α)

** [illegible]

[illegible]:

[illegible] (35) [illegible] (t) [illegible] (t) [illegible] (5.147) [illegible] (35) [illegible] (3.68) [illegible] .(3.39)

(35) [illegible]

[illegible] (t) [illegible]

.([illegible])

[illegible]	(t) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
0.000	*5.147	0.38	3.39	[illegible]	[illegible]
		0.44	3.68	[illegible]	

($0.05 \geq \alpha$) [illegible]*

[illegible]

[illegible] (34) [illegible] ($F=6.178$) [illegible] ($\alpha = 0.000$) [illegible] ($\alpha = 0.01$) [illegible] (Student Newman keuls) S-N-K [illegible] (36) [illegible]

(36) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.23	-	-	3.36	[illegible]
*0.18	-	-	3.41	[illegible]
-	-	-	3.59	[illegible]

($0.05 \geq \alpha$) [illegible]*

[illegible]:

[illegible] (34) [illegible] (F=9.514) [illegible] (α =0.000) [illegible] (α =0.01) [illegible] (Student Newman keuls) S-N-K [illegible] (37) [illegible] 16) [illegible] (5) [illegible] 16) [illegible] 10-6) [illegible] 16) [illegible] 16) [illegible] 15-11) [illegible] (5) [illegible] 15-11) [illegible].

(37) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

16 [illegible]	15-11 [illegible]	10-6 [illegible]	5 [illegible]	[illegible]	[illegible]
*0.40	*0.24	-	-	3.25	5 [illegible]
*0.22	-	-	-	3.43	10-6 [illegible]
-	-	-	-	3.49	15-11 [illegible]
-	-	-	-	3.65	16 [illegible]

(0.05≥ α) [illegible] *

[illegible]:

[illegible] (34) [illegible]

=0.224) [illegible] (F=1.465) [illegible]
[illegible] (α =0.05) [illegible] (α
[illegible].

[illegible]:

[illegible] (34) [illegible]
[illegible]
[illegible] (α =0.000) [illegible] (F=7.192) [illegible]
[illegible] (α =0.01) [illegible]
[illegible] (Student Newman keuls) S-N-K [illegible]
30) [illegible] (38) [illegible]
[illegible] 51) [illegible] 51) [illegible]
[illegible] 40-31) [illegible].
.([illegible] 51) [illegible] 51) [illegible]

(38) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]
[illegible]

[illegible] 51 [illegible]	50-41 [illegible]	40-31 [illegible]	[illegible] 30 [illegible]	[illegible]	[illegible]
0.32	-	-	-	3.30	[illegible] 30
*0.23	-	-	-	3.39	[illegible] 40-31
-	-	-	-	3.47	[illegible] 50-41
-	-	-	-	3.62	[illegible] 51

(0.05≥ α) [illegible]*

[illegible] **[illegible]:** [illegible]
[illegible] (α ≥0.05) [illegible]
[illegible]
[illegible]

(39) [illegible]

[illegible]

[illegible]

[illegible]	[illegible] (F)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
0.000	*11.501	2.686 0.211	5.373 87.592	(415 ،2)	[illegible] [illegible]	[illegible]
0.018	*3.377	0.817 0.219	2.452 90.513	(414 ،3)	[illegible] [illegible]	[illegible]
0.001	*5.530	1.316 0.215	3.949 89.016	(414 ،3)	[illegible] [illegible]	[illegible]
0.000	*8.020	1.873 0.211	5.619 87.346	(414 ،3)	[illegible] [illegible]	[illegible]

*[illegible] (0.05≥ α)

[illegible]:

[illegible] (40) [illegible] (t) [illegible] (t) [illegible] (2.985) [illegible] (40) [illegible] (3.81) [illegible] (3.62).

(40) [illegible]

[illegible] (t) [illegible]

[illegible]

[illegible]	(t) [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
0.003	*2.985	0.52 0.49	3.62 3.81	[illegible] [illegible]	[illegible]

(0.05≥ α) [illegible]*

[illegible]

[illegible] (39) [illegible] (F=11.501) [illegible] =0.000) [illegible] (α =0.01) [illegible] (α [illegible] (41) [illegible]

(41) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.41	-	-	3.56	[illegible]
*0.31	-	-	3.66	[illegible]
-	-	-	3.97	[illegible]

(0.05≥ α) [illegible]*

[illegible]:

[illegible] (39) [illegible]

[illegible]

[illegible] (α =0.018) [illegible] (F=3.377) [illegible]

[illegible] (α =0.05) [illegible]

(Student Newman keuls) S-N-K [illegible]

[illegible] (42) [illegible]

[illegible] 16) [illegible] 5) [illegible]

.([illegible] 16) [illegible]

(42) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

[illegible]

[illegible]	[illegible]	[illegible] 5	[illegible] 10-6	[illegible] 15-11	[illegible] 16
[illegible] 5	3.54	-	-	-	*0.30
[illegible] 10-6	3.62	-	-	-	-
[illegible] 15-11	3.67	-	-	-	-
[illegible] 16	3.84	-	-	-	-

(0.05≥ α) [illegible]*

[illegible]

:[illegible]

[illegible] (39) [illegible]

[illegible]

[illegible] (F=5.530) [illegible]

[illegible] (α =0.01) [illegible] (α =0.001) [illegible]

S-N-K [illegible]

[illegible] (43) [illegible] (Student Newman keuls)

[illegible]

[illegible] (43) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
-	-	-	-	3.90	[illegible]
-	-	-	-	3.70	[illegible]
-	-	-	*0.27	3.63	[illegible]
-	-	-	*0.31	3.59	[illegible]

(0.05≥ α) [illegible]*

[illegible]

[illegible] (39) [illegible] (α =0.000) [illegible] (F=8.020) [illegible] (α =0.01) [illegible] (Student Newman keuls) S-N-K [illegible] (44) [illegible] 51) [illegible] 30) [illegible] 51) [illegible] 51) [illegible] 40-31) [illegible] 51) [illegible] 51) [illegible] 50-41) [illegible] 51) [illegible] 51) [illegible]

(44) [illegible]

[illegible] (Student Newman keuls) S-N-K [illegible]

[illegible]

[illegible] 51	50-41	40-31	[illegible] 30	[illegible]	[illegible]
*0.37	-	-	-	3.49	[illegible] 30
*0.29	-	-	-	3.57	[illegible] 40-31
*0.21	-	-	-	3.65	[illegible] 50-41
-	-	-	-	3.86	[illegible] 51

(0.05≥ α) [illegible]*

:[illegible] .4

.1 [illegible]

[illegible]

[illegible] (2005 [illegible]

[illegible] (2004) [illegible]

[illegible] (2003 [illegible]

[illegible] (2005 [illegible]

[illegible] 2 [illegible]

[illegible] (2006 [illegible]

&Jeffery, 2006) [illegible]

[illegible] (Trudy

[illegible] (2006 [illegible]) [illegible]

[illegible] (2000 [illegible]) [illegible]

(Lapirre & [illegible] Girouk,2003)

[illegible] (2006 [illegible]) [illegible]

[illegible] (Trudy &Jeffery, 2006) [illegible]

[illegible] (2003 [illegible]) [illegible]

4. [illegible] (0.05≥α) [illegible] (15-11) [illegible] (16) [illegible] (51) [illegible]

[illegible]

[illegible] .5 [illegible] (0.05≥α) [illegible] (16 [illegible]) [illegible] (51 [illegible]) [illegible] (16 [illegible]) [illegible] (Kwasniewska & Necka, [illegible] 2004) [illegible] (2003 [illegible]

[illegible]

[illegible]

5. 1 [illegible]:

[illegible] (304) [illegible] (116) [illegible] (52) [illegible] (0.91).

[illegible] (%65.7) [illegible] (%42.4) [illegible] (%35.4) [illegible] (%50.5) [illegible] (%49.2) [illegible]

(%49.9)

.5

1.

2.

3.

4.

[illegible]

5. [illegible]

6. [illegible]

7. [illegible]

8. [illegible]

9. [illegible]

(2003)

.371-386 (2)(30)

(2005)

.37-3 (2)(19)

(2005)

(2005)

(2003)

(2006)

(1992)

(1997)

(2006)

[illegible] (2003) [illegible]

[illegible] (2000) [illegible]

[illegible] (2002) [illegible]

[illegible] (1995) [illegible] (61) [illegible] 209 – 241.

[illegible] (2006) [illegible]

[illegible] (1994) [illegible]

[illegible] (2003) [illegible] 4.

[illegible] (2005) [illegible]

[illegible] (2003) [illegible]

[illegible] (2004) [illegible]

(2000)

(1999)

(1996)

(1999)

(2005)

(2002)

(2003) (72)

(2002)

(2004)

(2007)

(2003)

(2004)

(2004)

(1994) (5) (9)

.151- 124

(1993)

(2000)

(2006)

(2002)

(2005)

(2003)

(1994) (2) (1)

.287- 269

[illegible] (2004) [illegible]

[illegible] (2002) [illegible]

[illegible] (1996) [illegible] (18) [illegible] (65) [illegible] 119 -159.

[illegible] (2001) [illegible] (16) [illegible] (6).

[illegible] (2006) [illegible]

[illegible] (2001) [illegible] 7 [illegible] 1.

[illegible] (1993) [illegible]

[illegible] (2003) [illegible]

[illegible] (2003) [illegible] (17) [illegible] (1).

[illegible] (1988) [illegible]

[illegible] (1999) [illegible]

[illegible] (1994) [illegible]

[illegible] 21 [illegible]

[illegible] (1999) [illegible]

[illegible] (39) [illegible] (1) [illegible]

[illegible] (2005) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]:

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